

APPENDIX

NOTICE TO EMPLOYEES
POSTED BY ORDER OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD
An Agency of the State of California



After a hearing in Unfair Practice Case No. LA-CO-1394-E, *Kennon B. Ruines et al. v. United Teachers of Los Angeles*, the Public Employment Relations Board has determined that United Teachers of Los Angeles (UTLA) violated the Educational Employment Relations Act (EERA), Government Code section 3544.9, by failing to provide Charging Parties notice and meaningful opportunity to communicate their views on a side letter agreement (July Side Letter) which altered Charging Parties' seniority rights and substantially affected their employment relationship.

As a result of this conduct, we have been ordered to post this Notice and we will:

CEASE AND DESIST FROM:

Failing to provide bargaining unit members notice and meaningful opportunity to communicate their views on seniority rules or other matters substantially affecting the employment relationship before entering into collective bargaining agreements to alter such matters.

Dated: 6/1/17

UNITED TEACHERS OF LOS ANGELES

By: [Signature]

Authorized Agent

THIS IS AN OFFICIAL NOTICE. IT MUST REMAIN POSTED FOR AT LEAST 30 CONSECUTIVE WORKDAYS FROM THE DATE OF POSTING AND MUST NOT BE REDUCED IN SIZE, DEFACED, ALTERED OR COVERED WITH ANY OTHER MATERIAL.